

1. Please provide the number of police officers that were employed on May 1, 2023, in the West Midlands Police.
2. Please provide the number of police staff that were employed on May 1, 2023, in the West Midlands Police.

<b>Force At 1 May 2023</b>	<b>Strength (FTE)</b>	<b>Strength (Headcount)</b>
Police Officer	7,883.73	7,991
Police Staff	3,818.50	4,065
PCSO	336.60	351
Special Constable		246
<b>Force Total</b>	<b>12,038.83</b>	<b>12,653</b>

3. Please provide data on how many Violence Against Women and Girls-related misconduct or gross misconduct cases against police officers and police staff from May 2022-May 2023 in the West Midlands Police.

**Between May 2022 – May 2023, 45 Cases in relation to VAWG misconduct / Gross misconduct have been recorded against police officers or police staff**

*NOTE: By misconduct and gross misconduct we mean as defined under Regulation 2(1) The Police (Conduct) Regulations 2020, misconduct means a breach of Standards of Professional Behaviour that is so serious as to justify disciplinary action and gross misconduct means a breach of Standards of Professional Behaviour that is so serious as to justify dismissal.*

*NOTE: By VAWG-related misconduct or gross misconduct we mean as measured in the NPCC Violence Against Women and Girls Benchmark as some form of inappropriate sexual conduct (rape, sexual assault, abuse of position for sexual purpose and other sexual conduct) and discreditable conduct, which is a defined standards of professional behaviour which would include inappropriate sexual behaviours or domestic abuse.*

4. Please supply data on the number of officers and staff that were suspended pending the outcome of Violence Against Women and Girls-related misconduct or gross misconduct investigations between May 2022-May 2023 in the West Midlands Police.

**In The 45 cases – 16 officers/staff have been suspended during the investigation**

*NOTE: By misconduct and gross misconduct we mean as defined under Regulation 2(1) of The Police (Conduct) Regulations 2020, misconduct means a breach of Standards of Professional Behaviour that is so serious as to justify disciplinary action and gross misconduct means a breach of Standards of Professional Behaviour that is so serious as to justify dismissal.*

*NOTE: By VAWG-related misconduct or gross misconduct we mean as measured in the NPCC Violence Against Women and Girls Benchmark as some form of inappropriate sexual conduct (rape, sexual assault, abuse of position for sexual purpose and other sexual conduct) and discreditable conduct, which is a defined standards of professional behaviour which would include inappropriate sexual behaviours or domestic abuse.*

5. For the years:

- May 2021- May 2022
- May 2022- May 2023

please provide data on the outcome of Violence Against Women and Girls-related misconduct meetings, hearings, and accelerated hearings for police officers and staff in the West Midlands Police.

by outcomes of:

- **No further action - 1**
- **Referral to the reflective practice review process - 0**
- **Reduction in rank - 0**
- **Written warning - 0**
- **Final written warning - 2**
- **Extension of final written warning - 0**
- **Dismissal with notice - 0**
- **Dismissal without notice – 7**

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